

AGN. NO.

DECEMBER 9, 2014

MOTION BY SUPERVISORS MARK RIDLEY-THOMAS AND HILDA SOLIS

Development of Policy for the Competitive Recruitment of County Officials

For many civil servants employed by the County of Los Angeles (County), public service is a calling, regardless of classification or role. Their hard work and service should be rewarded by a human resource and personnel system that emphasizes competence, diligence and merit and provides promotional opportunities accordingly. When selecting officials who directly report to the Board of Supervisors (Board), employees and residents of the County deserve a competitive selection process.

As an employer, the County has an interest in promoting the values of merit, opportunity and diversity by ensuring that all potential candidates for executive-level jobs have the opportunity to compete. This is particularly the case in a County where the majority of residents hail from backgrounds that have been afforded legal protection from discriminatory treatment that was permissible within the lifetime of each sitting Board member.

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MOTION

SOLIS _____

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The Board should advance and reinforce these values by example and consistent application of policies that incorporate notions of merit, competition and diversity.

WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

- Declare that the selection of County officials who directly report to the Board of Supervisors shall be publicly recruited, based on a written job description and minimum qualifications, and be selected on a competitive basis; and
- Direct the Executive Officer of the Board of Supervisors, in consultation with the Director of Personnel of the County Department of Human Resources, to develop a policy for the recruitment and competitive selection of those County officials who report directly to the Board of Supervisors, including the Chief Executive Officer, County Counsel, the Auditor-Controller, the Fire Chief, Chief Probation Officer, and Director of the Department of Children and Family Services and the Executive Director of the Community Development Commission/Housing Authority.

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